

Section D -- Employment and Compensation

This section presents data on the service and compensation of railroad employees covered under the railroad retirement and railroad unemployment insurance programs. Under the railroad retirement program, different maximums on compensation subject to retirement tax have been in effect since 1979 for tier I and tier II financing. Until 1985, the tier I maximum corresponded on a monthly basis to the annual maximum provided under current social security law. The tier II maximum is based on lower limits determined under pre-1977 social security law. The tier I and tier II annual compensation maximums for 2004 were \$87,900 and \$65,100, respectively. For 2005, the tier I limit increased to \$90,000 per year, while the tier II limit was \$66,900 per year. Under the unemployment program, the taxable earnings base was the first \$1,130 of each employee's monthly earnings in 2004 and \$1,150 in 2005. In these tables, creditable compensation, unless otherwise specified, refers to the tier I amount creditable under the Railroad Retirement Act. Except for table D1, tier I payroll excludes miscellaneous compensation taxable at the tier I tax rate.

The more important qualifications of the data are shown in footnotes to the tables.

Certain general observations about the figures and definitions of the terminology used are as follows:

1. Class of employer is based on classifications established for reporting to the Surface Transportation Board. The base year used in calculating revenue is 1991. Class I railroads in 1991 were those with operating revenues totaling \$250 million or more per year, class II railroads were those with less than \$250 million but at least \$20 million in operating revenues, and class III railroads were those with less than \$20 million in operating revenues and all switching and terminal companies regardless of their operating revenues. Current operating revenues are deflated by changes in the annual average Railroad's Freight Price Index developed by the Bureau of Labor Statistics for comparison with the established thresholds. For calendar year 2004, the deflator percent was 86.40.
2. The employer shown for employees reported by more than one employer is the last employer in the year.

3. A month of service is a month in which an employee performs any service, however slight, for which creditable railroad compensation is reported. Continuous service refers to service by an employee in one or more months of each year over a period of years. Completed years of service, on the other hand, are based on total months of service. Effective for earnings years 1985 and later, an employee who had an employment relation or was an employee representative in months in which he did not perform railroad service may be deemed to have additional railroad service months if his railroad earnings for the year exceed one-twelfth of the tier II yearly compensation maximum times the number of months actually worked in the calendar year. These deemed months are included in the calculation of completed years of service. One completed year of service represents service in 12 to 23 months; two completed years, service in 24 to 35 months, etc.
4. Data in the tables are based on reports of service and compensation made by employers and processed for inclusion in the Board's data processing records shortly after the end of the calendar year. Late reports were last included in 1987.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2004

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹			Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1937.....	1,996	1,279	\$2,294	\$2,264	98.7	.....	1,758	1,115	\$1,985	\$1,959
1938.....	1,617	1,093	2,047	2,008	98.1	.....	1,404	939	1,746	1,713
1939.....	1,666	1,151	2,180	2,145	98.4	.....	1,427	988	1,863	1,833
1940.....	1,708	1,195	2,280	2,248	98.6	.....	1,453	1,027	1,964	1,936
1941.....	2,052	1,322	2,697	2,657	98.5	.....	1,762	1,140	2,332	2,297
1942.....	2,587	1,470	3,394	3,302	97.3	.....	2,209	1,271	2,932	2,853
1943.....	2,887	1,591	4,100	3,944	96.2	.....	2,391	1,355	3,521	3,387
1944.....	2,903	1,670	4,523	4,301	95.1	.....	2,325	1,415	3,858	3,669
1945.....	3,014	1,680	4,530	4,340	95.8	.....	2,414	1,420	3,862	3,700
1946.....	2,658	1,622	4,883	4,639	95.0	.....	2,198	1,359	4,171	3,963
1947.....	2,470	1,598	5,113	4,750	92.9	.....	2,072	1,352	4,352	4,036
1948.....	2,339	1,558	5,539	4,952	89.4	.....	1,984	1,327	4,769	4,233
1949.....	2,112	1,403	5,133	4,609	89.8	.....	1,802	1,192	4,419	3,926
1950.....	2,073	1,421	5,327	4,704	88.3	.....	1,772	1,220	4,594	4,042
1951.....	2,103	1,476	6,101	5,111	83.8	.....	1,796	1,276	5,273	4,409
1952.....	2,045	1,429	6,185	5,046	81.6	.....	1,733	1,226	5,327	4,333
1953.....	1,982	1,405	6,147	4,989	81.2	.....	1,679	1,206	5,325	4,282
1954.....	1,690	1,250	5,630	4,707	83.6	.....	1,424	1,064	4,854	4,016
1955.....	1,694	1,239	5,801	4,925	84.9	.....	1,433	1,058	4,992	4,214
1956.....	1,647	1,220	6,206	5,060	81.5	.....	1,388	1,043	5,325	4,307
1957.....	1,510	1,150	6,177	4,859	78.7	.....	1,278	986	5,358	4,166
1958.....	1,321	984	5,722	4,246	74.2	.....	1,115	841	4,930	3,626
1959.....	1,242	949	5,751	4,377	76.1	.....	1,050	816	4,986	3,768
1960.....	1,177	909	5,648	4,404	78.0	.....	995	780	4,894	3,793
1961.....	1,082	836	5,345	4,076	76.3	.....	911	718	4,624	3,488
1962.....	1,033	815	5,381	3,991	74.2	.....	869	700	4,662	3,422
1963.....	1,011	790	5,350	3,955	73.9	.....	852	680	4,630	3,402
1964.....	990	775	5,446	4,211	77.3	.....	827	665	4,698	3,606
1965.....	969	753	5,590	4,140	74.1	.....	799	640	4,793	3,522
1966.....	955	741	5,676	4,719	83.1	.....	793	631	4,879	4,040

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2004 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹			Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1967.....	911	713	\$5,734	\$4,613	80.4	.....	767	610	\$4,934	\$3,954
1968.....	879	683	5,878	5,000	85.1	.....	747	591	5,111	4,338
1969.....	865	659	6,092	4,966	81.5	.....	742	578	5,363	4,354
1970.....	825	640	6,281	4,896	77.9	.....	719	566	5,557	4,319
1971.....	774	611	6,602	4,830	73.2	.....	680	544	5,895	4,300
1972.....	737	589	7,156	5,350	74.8	.....	652	527	6,435	4,792
1973.....	726	584	7,936	6,265	78.9	.....	645	524	7,134	5,635
1974.....	739	592	8,399	7,271	86.6	.....	661	533	7,576	6,570
1975.....	678	548	8,346	7,112	85.2	.....	609	497	7,563	6,478
1976.....	661	540	9,262	7,848	84.7	.....	606	496	8,494	7,238
1977.....	655	546	10,038	8,495	84.6	.....	602	503	9,224	7,854
1978.....	667	542	10,938	9,020	82.5	.....	602	491	9,909	8,203
1979.....	675	554	12,472	11,168	89.5	\$10,120	610	503	11,300	10,183
1980.....	636	532	13,129	11,870	90.4	10,520	568	480	11,784	10,804
1981.....	603	503	13,368	12,402	92.8	10,849	545	457	12,106	11,338
1982.....	555	440	12,501	11,797	94.4	10,332	498	398	11,354	10,715
1983.....	497	395	12,349	11,724	94.9	10,257	428	343	10,797	10,250
1984.....	474	395	12,949	12,346	95.3	10,783	411	345	11,421	10,890
1985.....	452	372	12,736	12,117	95.1	10,807	384	323	11,138	10,597
1986.....	423	342	12,496	11,958	95.7	10,687	358	293	10,830	10,364
1987.....	400	320	12,529	11,881	94.8	10,481	335	271	10,707	10,154
1988.....	374	312	12,193	11,660	95.6	10,264	306	258	10,260	9,810
1989.....	355	308	12,128	11,513	94.9	10,262	288	251	10,057	9,547
1990.....	341	296	11,828	11,377	96.2	10,221	275	241	9,696	9,326
1991.....	327	285	12,032	11,560	96.1	10,328	265	231	9,918	9,528
1992.....	318	276	12,696	11,896	93.7	10,573	256	223	10,453	9,794
1993.....	310	271	12,420	11,716	94.3	10,490	248	217	10,189	9,611
1994.....	305	266	12,490	11,884	95.1	10,664	245	214	10,210	9,715
1995.....	298	265	12,551	11,913	94.9	10,641	238	212	10,200	9,682
1996.....	290	257	12,880	12,221	94.9	10,848	231	205	10,474	9,938

See footnotes at end of table.

Table D1.--Number of employees and their compensation, for all employers and class I railroads, 1937-2004 - Continued

Calendar year	All employees						Class I railroad employees			
	Number (thousands)		Compensation (millions)				Number (thousands)		Compensation (millions)	
	Total	Average ²	Total	Taxable ¹			Total	Average ²	Total	Tier 1
				Aggregate tier 1	Percent of total	Tier 2				
1997	287	253	\$13,149	\$12,505	95.1	\$11,146	229	201	\$10,669	\$10,146
1998	295	256	14,062	13,161	93.6	11,721	236	205	11,496	10,760
1999	291	256	14,170	13,321	94.0	12,043	232	204	11,521	10,830
2000	283	246	14,014	13,358	95.3	12,181	223	194	11,191	10,667
2001	271	238	13,703	13,243	96.6	12,175	212	186	10,886	10,520
2002	263	229	13,554	13,105	96.7	12,115	207	179	10,819	10,461
2003	255	225	13,872	13,256	95.6	12,202	199	175	10,926	10,441
2004	259	227	14,596	13,864	95.0	12,652	202	176	11,543	10,964

¹ Tier I and Tier II taxable payrolls had equal monthly earnings bases through 1978. Bases became annual in 1985. Beginning in 1982, tier I payroll includes miscellaneous compensation.

² Average of 12 mid-monthly figures.

NOTE.--Compensation data revised to include delayed reports. Average employment and total compensation based on Surface Transportation Board (STB) reports. For all employees, such data include estimates of employees and compensation not reported to the STB.

Table D2.--Employees, by employment status, 1975-2004 (In thousands)

Year	Number by employment status					
	In service during year		Separated during year	In service in following year	New entrants	Reentrants
	Total ¹	Females				
1975.....	678	44	88	591	32	6
1976.....	661	43	68	593	58	11
1977.....	655	44	62	593	53	9
1978.....	667	45	63	604	65	9
1979.....	675	48	76	600	63	9
1980.....	636	49	61	575	32	5
1981.....	603	47	61	542	22	5
1982.....	555	43	71	485	7	6
1983.....	497	39	48	449	7	5
1984.....	474	37	41	433	11	14
1985.....	452	36	44	408	11	8
1986.....	423	33	43	380	8	6
1987.....	400	31	47	353	8	12
1988.....	374	29	38	335	13	7
1989.....	355	27	32	323	14	6
1990.....	341	29	28	313	14	4
1991.....	327	28	23	304	10	4
1992.....	318	28	25	293	11	4
1993.....	310	27	23	286	13	3
1994.....	305	27	21	283	15	3
1995.....	298	26	22	276	12	2
1996.....	290	25	21	268	12	2
1997.....	287	25	19	268	17	2
1998.....	295	26	21	274	24	3
1999.....	291	24	23	267	15	2
2000.....	283	26	24	259	15	2
2001.....	271	25	21	249	10	2
2002.....	263	24	23	240	11	2
2003.....	255	23	20	235	13	2
2004.....	259	23	(2)	(2)	22	2

¹ Includes employees whose sex was not reported.

² Not available.

NOTE.--Employees separated represent employees (including those who died or retired) who worked in a year but not in the following year; new entrants are employees with no previous railroad service and reentrants are those who returned to railroad service after an absence of at least one calendar year.

**Table D3.--Employees and averages of months of service and creditable compensation, for all classes of employer and
for class I railroads, 1995-2004**

	All employees				Employees with 12 months of service		
	Number (thousands)	Average months of service	Average creditable compensation		Number (thousands)	Average creditable compensation	
			Per month	In year		Per month	In year
ALL CLASSES OF EMPLOYER							
1995.....	298	11.0	\$3,574	\$39,480	243	\$3,650	\$43,795
1996.....	290	11.0	3,768	41,566	237	3,855	46,263
1997.....	287	11.0	3,909	42,962	234	4,001	48,009
1998.....	295	10.9	4,053	44,189	235	4,185	50,217
1999.....	291	11.0	4,113	45,307	235	4,218	50,618
2000.....	283	11.0	4,248	46,580	229	4,370	52,445
2001.....	271	11.1	4,366	48,308	220	4,483	53,798
2002.....	263	10.9	4,518	49,212	209	4,635	55,625
2003.....	255	11.0	4,677	51,427	205	4,797	57,562
2004.....	259	10.9	4,868	52,907	204	5,010	60,126
CLASS I RAILROADS							
1995.....	238	11.1	\$3,600	\$40,120	197	\$3,660	\$43,923
1996.....	231	11.1	3,811	42,364	192	3,885	46,623
1997.....	229	11.1	3,952	43,819	189	4,030	48,356
1998.....	236	11.0	4,105	45,088	191	4,230	50,756
1999.....	232	11.1	4,153	46,215	190	4,243	50,910
2000.....	223	11.1	4,281	47,324	182	4,393	52,712
2001.....	212	11.2	4,392	49,042	174	4,497	53,958
2002.....	207	11.0	4,540	49,792	166	4,645	55,740
2003.....	199	11.1	4,697	51,963	161	4,804	57,652
2004.....	202	10.9	4,910	53,559	160	5,043	60,517

Table D4.--All employees and employees age 60 or older, by completed years of service, 1995-2004 (In thousands)

	Completed years of service									
	Total		Less than 10 ¹		10 to 19		20 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
ALL EMPLOYEES										
1995.....	298	100	74	25	83	28	105	35	35	12
1996.....	290	100	75	26	73	25	106	36	37	13
1997.....	287	100	81	28	62	22	107	37	38	13
1998.....	295	100	94	32	54	19	106	36	40	14
1999.....	291	100	95	33	48	16	103	36	44	15
2000.....	283	100	95	34	43	15	97	34	48	17
2001.....	271	100	91	33	40	15	90	33	51	19
2002.....	263	100	90	34	38	15	82	31	52	20
2003.....	255	100	90	36	38	15	73	29	53	21
2004.....	259	100	100	38	40	16	63	24	56	21
EMPLOYEES AGE 60 OR OLDER										
1995.....	17	100	1	4	2	10	4	25	11	61
1996.....	17	100	1	4	2	10	4	25	10	60
1997.....	17	100	1	6	2	9	5	27	10	58
1998.....	17	100	1	7	2	9	5	26	10	57
1999.....	17	100	1	4	1	9	5	27	10	60
2000.....	17	100	1	5	1	8	4	26	10	60
2001.....	17	100	1	5	1	8	4	25	11	61
2002.....	18	100	1	6	1	8	4	24	11	62
2003.....	15	100	1	7	2	10	4	28	8	55
2004.....	15	100	1	7	2	11	4	26	9	56

¹ Calendar year 2004 total includes 41,000 employees with 5 or more years of service after calendar year 1995.

Table D5.--Employees in 2004 and selected service and compensation data, by class of employer

Class of employer				Average months of service	Average creditable compensation per month of service	Number of employees by amount of average creditable compensation per month of service					
	Number of employees				All employees	Employees with 12 months of service	Under \$3,500	\$3,500- 4,299.99	\$4,300- 5,399.99	\$5,400- 7,324.99	\$7,325.00
	Total ¹	Male	Female								
Class I railroads	202,273	186,196	15,593	10.9	\$4,910	\$5,043	39,946	50,320	45,973	45,132	20,902
Class II railroads.	8,388	7,613	545	10.6	4,332	4,547	2,782	2,038	1,890	1,274	404
Class III railroads	36,016	31,265	4,322	10.9	4,796	4,965	9,524	6,782	7,681	9,084	2,945
Switching and terminal companies . .	5,276	4,911	332	10.4	4,495	4,683	1,652	1,235	1,111	900	378
Car-loan companies . . .	2,117	1,931	180	10.7	4,302	4,442	617	820	366	168	146
Miscellaneous employers²	4,859	3,042	1,678	10.3	5,192	5,347	1,436	584	574	899	1,366
Total	258,929	234,958	22,650	10.9	\$4,868	\$5,010	55,957	61,779	57,595	57,457	26,141

¹ Includes employees whose sex was not reported.

² Includes labor organizations, lessor companies, employer associations, and miscellaneous carrier affiliates.

Table D6.--All employees, new entrants, employees qualified for RUIA benefits, and related data, by employer, 2004

Class or name of employer	All employees				New entrants		Creditable Compensation (thousands)		
	Total	With 12 months of service in 2004	With sufficient service for RRA annuity	Qualified for RUIA benefits	Total	Qualified for RUIA benefits	Tier I	Tier II	RUIA
CLASS OF EMPLOYER									
Class I railroads.....	202,273	160,294	159,866	192,280	17,290	10,793	\$10,833,529	\$9,985,953	\$2,475,326
Class II railroads.....	8,388	6,266	6,299	7,688	763	440	384,154	365,745	97,375
Class III railroads.....	36,016	28,686	25,579	33,644	2,607	1,492	1,876,526	1,720,739	432,891
Switching and terminal companies.....	5,276	3,921	3,782	4,743	537	266	247,069	231,782	60,647
Car-loan companies.....	2,117	1,653	1,579	1,971	283	168	97,484	92,842	25,484
Miscellaneous employers¹.....	4,859	3,621	3,306	4,282	454	224	260,281	224,042	54,011
Total.....	258,929	204,441	200,411	244,608	21,934	13,383	\$13,699,043	\$12,621,104	\$3,145,733
SELECTED EMPLOYERS									
BNSF Railway Company.....	43,035	35,067	35,546	41,266	3,455	2,351	\$2,464,632	\$2,232,626	\$535,222
Canadian National, U.S. Operations									
Chicago Central and Pacific Railroad Co.....	274	222	230	270	5	5	15,248	13,443	3,435
Duluth, Winnipeg and Pacific Railway Co.....	177	153	157	174	.....	.....	11,346	9,917	2,277
Grand Trunk Western Railroad Incorporated.....	1,625	1,277	1,470	1,590	17	9	98,418	86,543	20,296
Illinois Central Railroad Company.....	3,372	2,816	2,460	3,269	123	63	209,634	182,047	42,497
Sault Ste. Marie Bridge Company.....	57	53	57	56	.....	.....	3,166	2,926	738
Wisconsin Central LTD.....	1,536	1,288	1,447	1,510	3	.....	91,231	81,832	19,420
CSX Transportation Incorporated.....	35,778	28,367	27,678	34,396	2,186	1,504	1,891,338	1,777,119	438,424
Kansas City Southern Railway Company.....	2,937	2,232	2,016	2,692	376	214	144,539	136,829	34,647
IC & E - Kansas City Southern Joint Agency.....	132	112	108	125	8	4	6,481	6,271	1,648
National Railroad Passenger Corp. (Amtrak).....	22,190	17,155	18,200	21,285	1,181	717	1,038,198	993,297	272,031
Norfolk Southern Corporation.....	31,185	25,108	24,906	29,097	2,642	1,087	1,597,192	1,499,492	380,391
Soo Line Railroad Company.....	3,156	2,394	2,488	2,970	279	150	156,142	146,393	38,063
Union Pacific Railroad Company.....	56,819	44,050	43,103	53,580	7,015	4,689	3,105,963	2,817,220	686,237

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

NOTE.--Tier I compensation excludes miscellaneous compensation taxable at the tier I tax rate.

Table D7.-- Employees in 2004, by class of employer and amount of creditable compensation

Class of employer	Number by amount of creditable compensation										
	Total	Under \$30,000	\$30,000- 42,999	\$43,000- 48,999	\$49,000- 52,999	\$53,000- 56,999	\$57,000- 61,999	\$62,000- 67,999	\$68,000- 75,999	\$76,000- 87,899	\$87,900
Class I railroads.....	202,273	26,085	30,429	30,280	16,084	14,365	15,733	15,611	16,921	18,053	18,712
Class II railroads.....	8,388	1,713	1,727	1,188	714	623	588	579	488	418	350
Class III railroads.....	36,016	6,195	5,202	4,002	2,681	2,369	2,775	2,831	3,164	4,265	2,532
Switching and terminal companies.....	5,276	1,163	859	739	446	335	375	360	349	318	332
Car-loan companies.....	2,117	359	401	568	209	127	103	83	69	58	140
Miscellaneous employers¹.....	4,859	1,144	649	326	250	191	200	221	272	394	1,212
Total.....	258,929	36,659	39,267	37,103	20,384	18,010	19,774	19,685	21,263	23,506	23,278

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D8.--Employees in 2004, by class of employer and months of service

Class of employer	Total	Number by months of service											
		12	11	10	9	8	7	6	5	4	3	2	1
Class I railroads.....	202,273	160,294	6,868	4,831	4,370	3,681	3,265	3,352	3,045	3,117	3,458	3,088	2,904
Class II railroads	8,388	6,266	225	246	225	198	183	159	199	164	177	172	174
Class III railroads.....	36,016	28,686	1,038	794	689	636	541	608	574	529	698	613	610
Switching and terminal companies.....	5,276	3,921	160	136	100	99	86	129	84	116	134	129	182
Car-loan companies.....	2,117	1,653	66	42	41	17	44	42	35	37	51	47	42
Miscellaneous employers¹.....	4,859	3,621	98	69	100	118	105	95	93	127	117	127	189
Total.....	258,929	204,441	8,455	6,118	5,525	4,749	4,224	4,385	4,030	4,090	4,635	4,176	4,101

¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.

Table D9.--Employees in 2004, by amount of creditable compensation and by sex or completed years of service

Creditable compensation	Total Number ¹	Sex		Completed years of service						
		Male	Female	Less than 5	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 and over
Under \$20,000.00.....	24,514	20,690	2,890	17,284	2,120	1,156	612	774	796	1,772
\$20,000.00-\$29,999.99.....	12,145	10,251	1,801	6,563	1,604	837	512	551	605	1,473
\$30,000.00-\$34,999.99.....	9,154	7,649	1,447	4,074	1,508	782	515	573	625	1,077
\$35,000.00-\$39,999.99.....	14,329	12,027	2,236	4,750	2,578	1,420	983	1,163	1,588	1,847
\$40,000.00-\$42,499.99.....	12,749	10,950	1,777	2,700	2,104	1,285	957	1,369	2,025	2,309
\$42,500.00-\$44,999.99.....	16,145	14,449	1,666	3,017	2,472	1,563	1,122	1,776	2,808	3,387
\$45,000.00-\$47,499.99.....	15,471	13,962	1,486	2,815	2,746	1,493	1,106	1,676	2,613	3,022
\$47,500.00-\$49,999.99.....	13,982	12,728	1,238	2,730	2,663	1,336	1,036	1,334	2,263	2,620
\$50,000.00-\$52,499.99.....	12,568	11,457	1,097	2,282	2,550	1,253	868	1,211	2,129	2,275
\$52,500.00-\$54,999.99.....	11,551	10,689	848	2,121	2,356	1,145	771	1,086	1,946	2,126
\$55,000.00-\$57,499.99.....	10,978	10,210	762	1,734	2,307	1,132	746	1,037	1,869	2,153
\$57,500.00-\$59,999.99.....	10,253	9,581	666	1,425	2,193	1,057	715	923	1,811	2,129
\$60,000.00-\$64,999.99.....	17,648	16,612	1,026	2,084	3,715	1,821	1,242	1,682	3,302	3,802
\$65,000.00-\$69,999.99.....	15,157	14,347	801	1,348	3,088	1,673	1,028	1,395	2,948	3,677
\$70,000.00-\$74,999.99.....	13,026	12,371	652	824	2,444	1,442	977	1,228	2,664	3,447
\$75,000.00-\$79,999.99.....	11,138	10,656	480	553	1,797	1,142	791	1,013	2,366	3,476
\$80,000.00-\$87,899.99.....	14,843	14,173	665	535	1,930	1,412	1,160	1,450	3,364	4,992
\$87,900.00.....	23,278	22,156	1,112	755	1,870	1,776	1,398	2,089	5,331	10,059
Total.....	258,929	234,958	22,650	57,594	² 42,045	23,725	16,539	22,330	41,053	55,643

¹ Includes employees whose sex was not reported.

² Includes 41,121 employees with 5 or more years of railroad service after calendar year 1995.

Table D10.--Employees in 2004, by amount of creditable compensation or sex and by age

Creditable compensation	Total number ¹	Age on birthday in 2004											
		Under 20	20 to 24	25 to 29	30 to 34	35 to 39	40 to 44	45 to 49	50 to 54	55 to 59	60 to 64	65 to 69	70 and older
Under \$20,000.00.....	24,514	430	3,079	3,333	3,263	2,952	2,708	2,464	2,178	1,573	1,337	192	57
\$20,000.00-\$29,999.99....	12,145	50	1,141	1,623	1,572	1,394	1,358	1,415	1,284	1,154	912	117	21
\$30,000.00-\$34,999.99....	9,154	15	617	1,163	1,139	1,022	1,072	1,198	1,146	934	689	80	15
\$35,000.00-\$39,999.99....	14,329	24	706	1,471	1,667	1,563	1,611	2,063	2,291	1,828	892	129	14
\$40,000.00-\$42,499.99....	12,749	7	324	890	1,186	1,209	1,323	2,092	2,531	2,359	697	96	14
\$42,500.00-\$44,999.99....	16,145	4	353	1,085	1,417	1,421	1,535	2,577	3,578	3,161	874	88	18
\$45,000.00-\$47,499.99....	15,471	5	314	1,033	1,451	1,470	1,651	2,702	3,309	2,759	659	82	16
\$47,500.00-\$49,999.99....	13,982	3	296	1,114	1,454	1,382	1,468	2,356	2,804	2,379	613	86	11
\$50,000.00-\$52,499.99....	12,568	2	216	909	1,408	1,240	1,411	2,253	2,553	1,957	525	64	14
\$52,500.00-\$54,999.99....	11,551	2	201	853	1,265	1,278	1,293	2,009	2,299	1,834	440	53	12
\$55,000.00-\$57,499.99....	10,978	...	150	756	1,249	1,141	1,262	1,879	2,300	1,773	402	50	12
\$57,500.00-\$59,999.99....	10,253	2	121	680	1,117	1,119	1,120	1,812	2,110	1,695	415	49	5
\$60,000.00-\$64,999.99....	17,648	...	161	943	1,828	1,929	2,008	3,214	3,878	2,908	683	77	15
\$65,000.00-\$69,999.99....	15,157	...	81	699	1,467	1,629	1,658	2,726	3,547	2,671	605	62	9
\$70,000.00-\$74,999.99....	13,026	...	38	438	1,147	1,284	1,420	2,443	3,243	2,428	517	49	14
\$75,000.00-\$79,999.99....	11,138	...	20	292	822	1,007	1,139	2,101	2,835	2,349	511	54	7
\$80,000.00-\$87,899.99....	14,843	...	20	270	864	1,199	1,441	2,994	4,091	3,149	713	87	13
\$87,900.00.....	23,278	...	12	188	773	1,270	1,742	4,246	7,029	5,897	1,829	241	47
ALL EMPLOYEES													
Male.....	234,958	496	7,135	16,080	22,863	22,995	24,112	38,797	49,052	39,546	12,146	1,423	263
Female.....	22,650	48	714	1,655	2,217	2,503	3,099	3,740	3,948	3,261	1,163	231	51
Total¹.....	258,929	544	7,850	17,740	25,089	25,509	27,220	42,544	53,006	42,808	13,313	1,656	314

¹ Includes employees whose sex and/or age was not reported.

Table D11.--Employees in 2004, by age or sex and by completed years of service

Age on birthday in 2004	Total		Less than 10		10 to 14		15 to 19		20 to 24		25 to 29		30 and over	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 20.	544	100	544	100	.....	...	.....	...	.....	...	.....	...	.....	...
20 to 24.	7,850	100	7,850	100	.....	...	.....	...	.....	...	.....	...	.....	...
25 to 29.	17,740	100	17,564	99	176	1	.....	...	.....	...	.....	...	.....	...
30 to 34.	25,089	100	21,284	85	3,663	15	142	1	.....	...	.....	...	.....	...
35 to 39.	25,509	100	17,468	68	5,809	23	2,167	8	65	(1)	.....	...	.....	...
40 to 44.	27,220	100	14,241	52	5,026	18	4,246	16	3,087	11	620	2	.....	...
45 to 49.	42,544	100	9,951	23	3,939	9	4,266	10	8,669	20	13,936	33	1,783	4
50 to 54.	53,006	100	5,693	11	2,767	5	3,109	6	6,209	12	16,042	30	19,186	36
55 to 59.	42,808	100	2,690	6	1,540	4	1,677	4	3,053	7	7,689	18	26,159	61
60 to 64.	13,313	100	852	6	606	5	755	6	1,043	8	2,404	18	7,653	57
65 to 69.	1,656	100	159	10	144	9	144	9	180	11	325	20	704	43
70 and older.	314	100	43	14	24	8	31	10	23	7	35	11	158	50
Median age	47		35		42		47		49		51		56	
ALL EMPLOYEES														
Male.	234,958	100	87,538	37	20,950	9	14,330	6	20,418	9	38,656	16	53,066	23
Female.	22,650	100	10,811	48	2,751	12	2,208	10	1,910	8	2,394	11	2,576	11
Total ²	258,929	100	³ 99,639	38	23,725	9	16,539	6	22,330	9	41,053	16	55,643	21

¹ Less than 0.5 percent.² Includes employees whose age and/or sex was not reported.³ Includes 41,121 employees with 5 or more years of railroad service after calendar year 1995.

NOTE.-- The median age for male employees was 48 years and for female employees 46 years.

Table D12.--Employees in 2004, by sex and completed years of service

Completed years of service	All employees ¹		Male		Female	
	Number	Cumulative percent	Number	Cumulative percent	Number	Cumulative percent
30 and over	55,643	21	53,066	23	2,576	11
25 to 29	41,053	37	38,656	39	2,394	22
20 to 24	22,330	46	20,418	48	1,910	30
15 to 19	16,539	52	14,330	54	2,208	40
10 to 14	23,725	62	20,950	63	2,751	52
9	5,981	64	5,433	65	544	55
8	6,175	66	5,564	67	596	57
7	8,605	70	7,687	71	902	61
6	12,326	74	10,899	75	1,402	67
5	8,958	78	7,687	79	1,253	73
4	8,509	81	7,182	82	1,244	78
3	6,798	84	5,781	84	978	83
2	8,776	87	7,711	87	1,008	87
1	11,578	92	10,290	92	1,071	92
Less than 1	21,933	100	19,304	100	1,813	100
Total	258,929	100	234,958	100	22,650	100

¹ Includes employees whose sex was not reported.

Table D13.--Employers in 2004, by number of employees

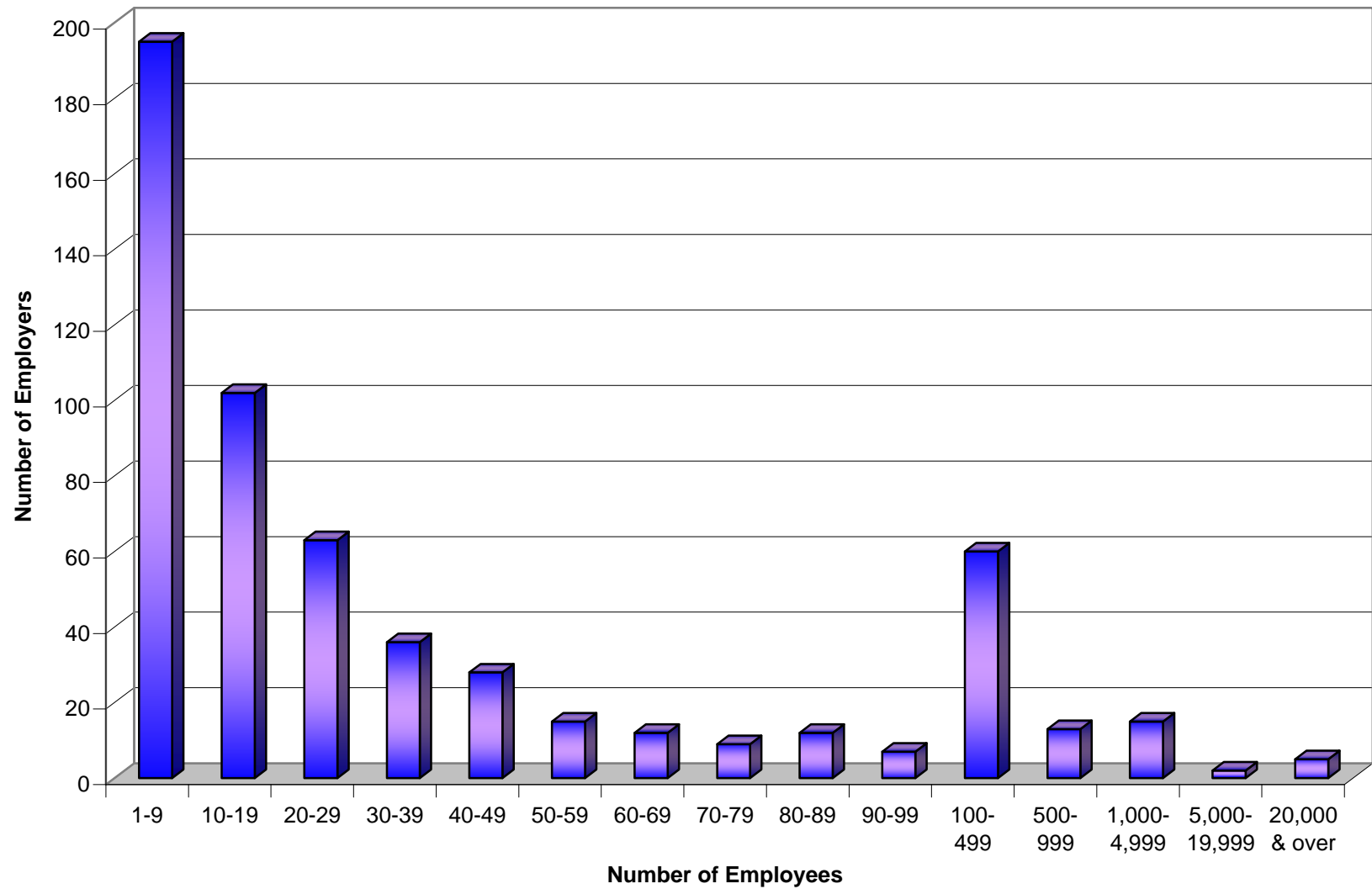
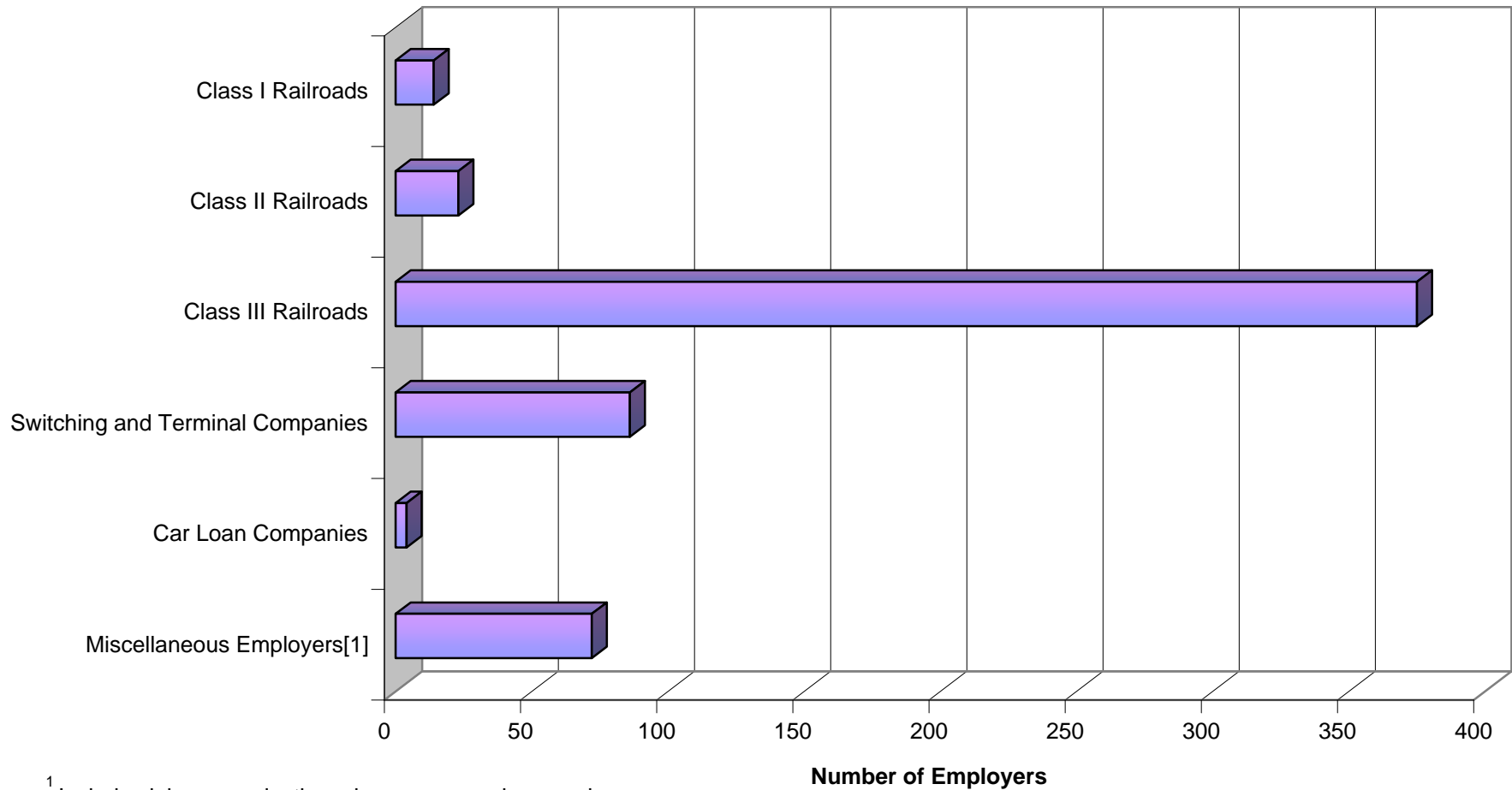


Table D14.--Number of employers in 2004, by class of employer



¹ Includes labor organizations, lessor companies, employer associations and miscellaneous carrier affiliates.